



MIAMI BEACH

This is NOT an announcement of an open position. We are NOT accepting applications at this time.

The following data is for informational purposes only.

If you are interested in applying for this position in the future, please contact Human Resources Front Desk for an Interest Card, or visit our website for upcoming announcements.

NON-CERTIFIED POLICE OFFICER (POLICE OFFICER TRAINEE)

\$1,620.72 BI-WEEKLY SALARY*

NATURE OF WORK

General work as a City sponsored law enforcement student enrolled at a training academy or training school that is certified by the Criminal Justice Standards and Training Commission (CJSTC).

MINIMUM REQUIREMENTS

Applicant must be at least 19 years of age by closing date of application acceptance and be a high school graduate or its "equivalent" as the term may be determined by the Criminal Justice Standards and Training Commission (CJSTC). Fla. Stat. § 943.13 (1) & (3);

Applicant must be a United States citizen prior to appointment. Fla. Stat. § 943.13 (2); (Please note that for this purpose, appointment is defined as date of hire). Applicants who are not United States citizens must have applied for citizenship by application closing date.

Possess a valid Florida Drivers License prior to appointment (Please note that for this purpose, appointment is defined as date of hire). Must have an acceptable driving record.

Applicant must pass State of Florida guidelines as determined by the Florida Department of Law Enforcement for entrance into the police academy.

Applicant must comply with Florida Statutes § 943.13 (4 – 1).

EXAMINATIONS

Note: The following information concerning possible examinations is based on the prerequisites applicable to prior recruitments and **may** or **may not** be pertinent to any future recruitment. Testing requirements for a specific recruitment **are subject to change** at the discretion of the City of Miami Beach. **Specific application instructions will be announced once the actual recruitment opens.**

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PHYSICAL ABILITY TEST (PAT)

Applicants **may** be required to take Physical Ability Test (PAT) within a certain timeframe. Typically, PAT consists of eight tasks, which should be completed in at least 6 minutes and 4 seconds. The tasks may include, but not limited to:

- 1) Exiting vehicle/entering trunk
- 2) 220 yard run
- 3) Obstacle Course (40" barricade climb; 24"-12"-18" hurdles; serpentine (9 cones); low crawl)
- 4) Dummy drag (150 Lbs, 100 ft.)
- 5) Repeat Obstacle Course
- 6) Repeat 220 yard run
- 7) Trigger pull (6 each hand)
- 8) Enter trunk/enter vehicle

The test is conducted in a continuous manner resulting in a total composite score. Usually, applicants who do not pass the PAT may be given additional opportunities (at the applicant's expense). Typically, the results of the test are provided to the applicants immediately upon completion.

Candidates would be required to show results from the tests conducted within a certain date range, which will be determined when the recruitment opens.

BEHAVIORAL ASSESSMENT PHASE (BAP)

Candidates **may** be required to take Behavioral Assessment Phase (BAP). The BAP assesses abilities that have been found to be important for candidates to have prior to becoming a Police Officer; typically, assessed areas include, but not limited to, relating with others, evaluating information and decision making, problem solving, and oral communication. Therefore, the areas that are being measured do not require any prior knowledge or experience in law enforcement. The BAP will present a series of incidents typically faced by Police Officers. Candidates' responses will be scored by a panel of raters.

CRIMINAL JUSTICE BASIC ABILITIES TEST (CJBAT)/ FLORIDA BASIC ABILITIES TEST (FBAT)

Applicants **may** be required to take a Criminal Justice Basic Abilities Test (CJBAT) **or** Florida Basic Abilities Test (FBAT). CJBAT usually consists of 125 questions, which the applicant will have 2 ½ hours to complete. FBAT consist of approximately 80 questions, which applicant will have 1 hour to complete. The questions typically cover the following areas: oral comprehension, written comprehension, oral expression, written expression, memorization, problem sensitivity, deductive reasoning, inductive reasoning, information ordering, flexibility of closure, speed of closure, spatial orientation, visualization, perceptual speed, selective attention, time-sharing.

Candidates would be required to show results from the tests conducted within a certain date range, which will be determined when the recruitment opens.

You may inquire about the CJBAT administration at the following locations:

Broward Community College Institute of Public Safety: **(954) 201-6790**
Brevard Community College – Melbourne Campus: **(321) 433-5637**
Criminal Justice Academies of Osceola: **(407) 344-5080**
Daytona State College – Criminal Justice Training Center: **(386) 506-3450**
Florida Community College at Jacksonville: **(904) 713-4901**
Florida Keys Community College: **(305) 296-9081**
Gulf Coast Community College: **(850) 872-3878**
Indian River State College – Indian River Academy: **(772) 462-4760**
Lake Technical Center: **(352) 742-6463**

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Lee County High Technical Center: (239) 334-3897
North Florida Community College: (850) 973-9405
Palm Beach Community College: (561) 868-3404
Pasco-Hernando Community College – East Campus: (352) 518-1360
Polk Community College: (863) 297-1030
Valencia Community College: (407) 299-5000
Withlacoochee Technical Institute: (352) 726-2430

You may inquire about the FBAT administration at the following locations:

Central Florida Community College Criminal Justice Institute: (352) 237-2111, ext. 1395
Florida Community College at Jacksonville: (904) 381-3505
Florida Gulf Coast University – Testing & Assessment Office: (239) 590-7955
Gulf Coast Community College Criminal Justice Selection Center: (850) 747-3242
Hillsborough Community College Criminal Justice Institute: (813) 253-7697
Miami-Dade College School of Justice – FBAT Department: (305) 237-1722
Sarasota County Technical Institute – Test Center: (941) 924-1365, ext. 62333
Tallahassee Community College: (850) 201-8282

Note: Locations may vary and the City of Miami Beach is not responsible for any changes.

HIRING PROCESS

EXAMS: Applicants must successfully complete each step in the process, as determined when the recruitment opens, in order to proceed to the next step, and in order to be placed on the Eligibility List.

ELIGIBILITY LIST: The names of candidates who successfully complete all required steps pertaining to the application process and obtain passing results on all the examinations will be placed on an eligibility list for 2 (two) years.

RESULTS: Final examination results along with the assigned rank will be mailed directly to the applicant's mailing address.

SELECTION PROCESS: The applicant selection process is comprised of a number of steps, each designed to measure knowledge, abilities or skills which have been found to be essential to the performance of the Police Officer duties. As a part of the selection process, the Background Investigation will be conducted for entitled applicants. The Background Investigation, including, but not limited to, Polygraph and/or Computerized Voice Stress Analysis, Psychological Assessment, and comprehensive Medical Evaluation, must indicate an individual who is capable of, and suited for, performing the duties and responsibilities of a Police Officer.

MEDICAL EXAMINATION: All applicants selected for hire must be physically able to meet job-related requirements based on a pre-employment, job-related physical examination as scheduled by the City. The City will make every reasonable effort to accommodate disabilities in the work setting.

APPOINTMENTS: As vacancies become available and are to be filled, Human Resources Department shall certify the names of the persons ranked highest on the eligibility list. The Appointing Officers will make selections from these names.

PROBATIONARY PERIOD: Appointees serve an 18-month probationary period, which constitutes an on-the-job test.

BENEFITS: Excellent Pension Plan; 3 year DROP; longevity pay; shift differential; excellent medical, dental, and life insurance; vacation and sick time; holiday pay; take home vehicle program; uniform allowance; educational incentives; in-house fitness center. (For more information, please visit http://www.miamibeachfl.gov/newcity/depts/fire_police_pension/fire_police_pension_main.asp)

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PAY AND PENSION: Applicants are normally appointed at the entry-level dollar amount for the appropriate salary range. Employees are paid by check every two weeks. Pay increases are granted on a merit basis within the pay range for the classification. Standard payroll deductions are made during the probationary period. After Regular status is attained, Fire and Police Pension System deductions commence.

VETERANS' PREFERENCE:

NOTE: Effective July 1, 2007, preference eligibility no longer expires upon appointment of the eligible person to a position with the state or any political subdivision in the state. Persons who were previously ineligible for preference because they held or are currently holding a job with a public employer are now eligible to use their veterans' preference again with all employers covered by law. Persons who were previously ineligible for preference because they did not serve during an eligible wartime period may now be eligible for Veterans' Preference if they served during Operation Enduring Freedom (Beginning October 7, 2001 – present) or Operation Iraqi Freedom (Beginning March 19, 2003 – present).

Completion of the Veterans' Preference Claim section is made on a voluntary basis and kept confidential in accordance with the American with Disabilities Act.

A Veteran is "a person who served in the active military, naval, or air service and who was discharged or released there from under honorable conditions only or who later received an upgraded discharge under honorable conditions, notwithstanding any action by the United States Department of Veterans Affairs on individuals discharged or released with other than honorable discharges. To receive benefits as a wartime veteran, a veteran must have served in a campaign or expedition for which a campaign badge has been authorized or a veteran must have served during one of the following periods of wartime service:" (1.01(14) F.S.)

- (a) Spanish-American War: April 21, 1898 - July 4, 1902;
- (b) Mexican Border Period: May 9, 1916 - April 5, 1917; in the case of a veteran who during such period served in Mexico, on the borders thereof, or in the waters adjacent thereto.
- (c) World War I: April 6, 1917 - November 11, 1918; extended to April 1, 1920, for those veterans who served in Russia; also extended through July 1, 1921, for those veterans who served after November 11, 1918, and before July 2, 1921, provided such veterans had at least 1 day of service between April 5, 1917, and November 12, 1918;
- (d) World War II: December 7, 1941 - December 31, 1946;
- (e) Korean Conflict: June 27, 1950 - January 31, 1955;
- (f) Vietnam Era: February 28, 1961 - May 7, 1975;
- (g) Persian Gulf War: August 2, 1990 - January 2, 1992;
- (h) Operation Enduring Freedom: October 7, 2001, and ending on the date thereafter prescribed by presidential proclamation or by law; or
- (i) Operation Iraqi Freedom: March 19, 2003, and ending on the date thereafter prescribed by presidential proclamation or by law.

Listed below are the five Veteran's Preference categories.

- 1. Disabled veterans who have served on active duty in any branch of the Armed Forces and who (a) have a presently existing service-connected disability which is compensable under public laws administered by the VA; or (b) are receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the VA and the Department of Defense.
- 2. The spouse of any person (a) who has a total and permanent service-connected disability and who, because of this disability, cannot qualify for employment; or (b) who is missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.
- 3. A veteran of any war who has served at least one day or more during a wartime era; and who was discharged or separated there from under honorable conditions from the Armed Forces. Active-duty for training is not allowable.
- 4. The unremarried widow or widower of a veteran who died of a service-connected disability.

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5. An employee in a covered position who leaves employment to serve in the Armed Forces and is separated with an honorable discharge, and is reinstated within one year of the date of separation from the military service is entitled to veterans' preference on their first promotion following reinstatement.

In order to be eligible, you must be a resident of the State of Florida. In addition, applicants claiming categories 1, 2, or 4 above must furnish supporting documentation in accordance with the provisions of Rule 55A-7.013, F.A.C. Under the State of Florida Veterans' Preference Law, preference in appointment shall be given by the State of Florida and its political subdivisions to those persons in categories 1 and 2 and then those in categories 3 and 4. Retired military personnel are eligible. If any applicant claiming Veterans' Preference for a vacant position is not selected for the position, they may file a complaint with the Florida Department of Veterans' Affairs, Post Office Box 31003, St. Petersburg, Florida 33731. A complaint must be filed within 21 days of the applicant receiving notice of the hiring decision made by the employer or within three months of the date the application is filed with the employer if no notice is given.

Documentation (DD form 214 (Member-4) or Letter from the Florida Department of Veterans' Affairs or Department of Defense indicating presence of a compensable service-connected disability and percent of disability) substantiating your claim must be submitted at the time of application. In addition, applicants claiming categories 1, 2, or 5 above must furnish supporting documentation in accordance with the provisions of Rule 55A-7.013, F.A.C. Under the State of Florida Veterans' Preference Law, preference in appointment shall be given by the State of Florida and its political subdivisions to those persons in categories 1 and 2 and then those in categories 3 and 5. Retired military personnel are eligible.

THE CITY OF MIAMI BEACH IS AN EQUAL OPPORTUNITY/DRUG FREE EMPLOYER AND DOES NOT DISCRIMINATE ON THE BASIS OF AGE, CITIZENSHIP, PENDING CITIZENSHIP STATUS** COLOR, DISABILITY***, MARITAL STATUS, NATIONAL ORIGIN, RACE, RELIGION, GENDER, OR SEXUAL ORIENTATION.**

* Salary is subject to change based on conditions negotiated by the Union.

** See Minimum Requirements Section for information regarding citizenship.

*** The City of Miami Beach shall provide reasonable accommodations, due to any disability, for all applicants and employees. Please let us know as soon as possible if you require any special accommodations for the test(s), interview, or any other part of the hiring process.

ABOVE CONDITIONS APPLY UNLESS OTHERWISE NEGOTIATED.

This position is represented by FOP (Fraternal Order of Police).

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